



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON WIESBADEN
UNIT 29623
APO AE 09005-9623

IMWB-ZA

MAY 01 2015

MEMORANDUM FOR All Members of the USAG Wiesbaden Community

SUBJECT: US Army Garrison Wiesbaden Command Policy Letter #8, Reasonable Accommodation

1. References:

- a. The Rehabilitation Act of 1973, 26 September 1973.
- b. The Americans with Disabilities Act of 1990, Title 42, United States Code, section 12101, dated 1 January 1990.
- c. Title 29 Code of Federal Regulations, part 1630, dated 1 July 2012.
- d. Executive Order 13164, dated 26 July 2000.
- e. Equal Employment Opportunity Commission, Management Directive 715.
- f. The Americans with Disabilities Act Amendments Act of 2008.

2. Purpose: To define and establish the US Army Garrison Wiesbaden reasonable accommodation policy.

3. Applicability: This policy applies to all applicants for employment, US employed Civilians, Military and Local National supervisors of US Civilians in the Wiesbaden community.

4. Policy: I am committed to ensure that processes are in place and followed to promote the employment and retention of individuals with disabilities (IWD's), especially with targeted disabilities and disabled veterans.

- a. I fully support the reasonable accommodations requirements of the Rehabilitation Act of 1973, as amended. Reasonable accommodation will be afforded to qualified employees or applicants with disabilities, when appropriate, as soon as reasonably possible, unless to do so would cause an undue hardship.

- b. Managers, supervisors, and leaders are expected to process requests for reasonable accommodation and, when appropriate, provide reasonable accommodation.

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c. This policy letter will be posted on all official bulletin boards and on the USAG Wiesbaden webpage.

5. An individual with a disability is someone who has (1) a mental or physical impairment that substantially limits one or more major life activity, (2) a record of such impairment or (3) is regarded as having such impairment. A reasonable accommodation is a change in the work environment or in the way things are customarily done that would enable an individual with a disability to enjoy equal employment opportunities.

6. The point of contact for this policy is the Equal Employment Opportunity Office, located on Clay Kaserne, Building 1023N, DSN: 548-2201 or commercial 0611-143-2201, email: usarmy.wiesbaden.imcom-europe.mbx.equal-employment-opportunity@mail.mil.


MARY L MARTIN
COL, AG
Commanding

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